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BOARD OF INDUSTRIAL RELATIONS

ANNUAL REPORT

1960

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This Report is a synopsis of the activities of the Board of Industrial in the administration of The Alberta Labour Act during 1960.

Parts I and IV of The Act inclusive deal with Hours of Work, Minimum abour Welfare, Vacation Pay and Industrial Standards Schedules.

Part V sets forth procedure for the purpose of Collective Bargaining.

Part VI sets forth procedure where female employees, who are employed ers, to perform identical or substantially identical work as males may claims for equal pay.

This report deals with those phases of the Board's work in giving e to workers and employers and effecting just and friendly settlements sputes.

PARTS I TO IV INCLUSIVE

	Jan. 1/58 - Dec. 31/58	Jan. 1/59 - Dec. 31/59	Jan. 1/60 Dec. 31/60
Board Meetings (Public Hearings)	44	66	52
Inspections	27,681	36,737	41,465
Business Places Inspected	8,435	11,567	13,326
Employees Affected tions	81,010	83,375	98,548
TS MADE:			
age Underpayment	$ 9,209.49	$ 9,162.27	$ 8,018.59
Pay Orders	56,850.01	65,117.85	66,658.66
Arrears	67,448.12	78,191.86	71,320.85
ges	126,456.36	96,859.31	93,587.90
	$ 259,963.98	$ 249,331.29	$ 239,586.00
Employees Affected Settlements:			
Male	6,312	3,782	4,397
Female	560	686	983
Complaints Received	6,092	5,915	5,380
Employees for whom creases obtained to at Minimum Wage:			
Male	58	86	45
Female	244	206	135
TOTAL	302	292	180

	Jan. 1/58 - Dec. 31/58	Jan. 1/59 - Dec. 31/59	Jan. 1/60 - Dec. 31/60
unt of Weekly Increases Obtained above Employees:			
Male	$ 403.58	$ 395.00	$ 548.33
Female	700.77	510.00	442.61
	$ 1,104.35	$ 905.00	$ 990.94
ber of Holiday Pay amps Books sold	34,630	32,834	27,560
unt of Holiday Pay Stamps id Under Order No. 6	$ 2,030,120.21	$ 2,125,427.79	$ 2,026,697.22
DUSTRIAL STANDARDS			
ber of Schedules	28	30	30
ber of Interviews	726	603	765
ber of Inspections	247	331	373
ber of Complaints	76	82	87
OSECUTIONS			
ber of Businesses Charged	55	120	110
ber of Charges laid	103	207	128
Convictions	50	136	80
Withdrawn	31	34	25
Dismissed	1	2	Nil
Pending	21	35	23
Appeals	Nil	1	Nil
unt of Fines Assessed	$ 1,785.00	$ 7,420.00	$ 3,440.00
unt of Costs Assessed	$ 163.65	$ 999.55	$ 442.20
unts Implicated:			
Minimum	$ 1,013.68	$ 10,980.49	$ 2,162.01
Arrears of Wages	41,721.77	40,332.35	35,131.45
Vacation Pay	4,816.50	17,430.24	7,617.66
	$ 47,551.95	$ 68,743.08	$ 44,911.12

		FINES	COSTS	ARREARS	1/d DAYS	INFORMATIONS SW	CONVICTIONS	DISMISSALS	WITHDRAWALS	WARRANTS EXECU	WARRANTS OF CO	OPEN CASES OUT
Sec. 11(1)	Failure to Keep Time and Payroll Records	// 295.00	// 17.70	// 547.82	178	3	3					
Sec. 11(3)	Failure to Preserve Records	200.00	6.60		60	1	1					
Sec. 11(4)	Failure to Produce Records on Board Order	725.00	73.10	6,623.96	472	18	15			2		3
Sec. 11(7)	Falsification of Records	200.00	6.60	37.00	60	1	1					
Sec. 29 -	Male Min. Wage Order #17	75.00	10.00	1,416.58	120	6	2		1			3
Sec. 17(9)	Female Transportation	25.00	3.00		30	1	1					
Sec. 29 -	Male Min. Wage Order #1	140.00	9.10	429.00	120	2	2					
Sec. 29 -	Female Min. Wage Order #19	25.00	3.50	316.43	30	2	1		1			
Sec. 41 -	Failure to Pay All Wages Earned	920.00	55.60	27,922.67	450	36	19		8	3	1	9
Sec. 43 -	Vacation Pay Order #5	355.00	48.10	3,958.17	15	29	15		11	1		3
Sec. 43 -(4)	Fail to return V.P. Book	25.00	15.30	56.83		1	1			1		
Sec. 43 -	Vacation Pay Order #6	455.00	193.60	3,242.44		20	17		2	3		1
Sec. 43(8)	Failure to Obey Court Order			360.22	20	8	2		2	1	4	4
		$3,440.00	$442.20	$44,911.12	1555	128	80		25	11	5	23

BOARD OF INDUSTRIAL RELATIONS

PERCENTAGE ANALYSIS OF WAGE RATES IN CITIES AND TOWNS OF THE PROVINCE OF ALBERTA FOR THE YEAR ENDING DECEMBER 31, 1960.

	Alberta 1958	Alberta 1959	Alberta	Edmonton	Calgary	Lethbridge	Medicine Hat	Other Towns
Employees on payrolls *	75961	79286	95763	26473	28926	3826	1379	35159
% of male employees			69.38	67.20	68.52	73.44	53.01	71.93
% of female employees			30.62	32.80	31.48	26.56	46.99	28.07
RATES OF WAGES:								
MALE								
% under $26.00 per week			2.88	1.48	3.53	.82	1.23	3.64
% $26.01 to $30.00 per week			.88	.41	.48	.32	.27	1.61
% $30.01 to $32.50 per week			1.01	1.47	.28	.64	----	1.33
% $32.51 to $35.00 per week			1.16	1.21	.49	1.07	1.92	1.64
% $35.01 to $40.00 per week			2.42	2.00	1.05	2.77	8.62	3.57
% $40.01 to $50.00 per week			7.95	8.23	4.10	9.57	14.64	10.38
% $50.01 to $65.00 per week			18.17	18.40	12.52	30.25	22.57	20.96
% above $65.00 per week			65.53	66.80	77.55	54.56	50.75	56.87
RATES OF WAGES:								
FEMALE								
% under $24.00 per week			10.63	3.34	16.77	.20	8.80	12.56
% $24.01 to $28.00 per week			4.93	2.59	2.69	3.44	2.16	9.40
% $28.01 to $30.00 per week			5.51	4.28	2.53	3.05	4.94	9.64
% $30.01 to $32.50 per week			6.14	5.74	3.27	7.38	9.26	8.79
% $32.51 to $37.00 per week			13.94	15.27	10.02	19.49	11.88	15.96
% $37.01 to $42.50 per week			17.76	21.11	15.82	24.61	41.82	14.31
% $42.51 to $60.00 per week			27.31	36.54	29.40	31.99	11.73	17.81
% above $60.00 per week			13.78	11.13	19.50	9.84	9.41	11.53

* Number of employees on payrolls audited by Board of Industrial Relations Inspector's

LABOUR WELFARE - BOARD OF INDUSTRIAL RELATIONS

ANNUAL COMPARATIVE STATEMENT FOR

YEARS 1958, 1959 and 1960

	HOUSEKEEPING			TOILETS			LUNCHROOMS			CHILDREN			HEAT			CHAIRS		
	1958	1959	1960	1958	1959	1960	1958	1959	1960	1958	1959	1960	1958	1959	1960	1958	1959	1960
Outstanding on January 1st	9	18	11	133	129	112*	-	-	14*	-	-	-	1	-	-	1	1	1
Number of Instructions Issued	86	70	60	83	97	68	-	-	16	1	2	2	3	-	1	1	1	2
Number of Instructions Completed	87	72	57	87	100	64	-	-	20	1	3	1	3	-	1	1	1	3
Outstanding as of December 31st	18	11	14	129	112*	116	-	14	10	-	-	1	-	-	-	1	1	-

Note: Ventilation During past years a record of ventilation statistics was kept, but since 1958, all ventilation matters were turned over to the Workmen's Compensation Board and the Factories Branch.

* Prior to December 31st, 1959 the column showing toilets and washrooms included dining facilities also. As of December 31st, 1959 the 126 cases not completed were broken down to show 112 outstanding pertaining to toilet and washroom facilities and 14 pertaining to dining facilities.

CERTIFICATIONS	1957	1958	1959	1960
Granted	142	107	144	158
Refused	33	44	21	32
Returned	12	8	20	4
Withdrawn	9	12	6	14
Pending	2	9	6	4
SUSPENSIONS OF CERTIFICATIONS				
Certifications Suspended	4	5	26	6
Applications Refused	3	8	9	1
Applications Withdrawn	3	2	0	0
Applications Pending	3	4	3	0
Applications Returned		1	1	1
REVOCATION OF CERTIFICATIONS				
Certifications Revoked				2
Applications for Revocation Refused				2
Applications for Revocation Pending				3
CONCILIATIONS				
Completed (Settled)	134	134	97	74
Pending	20	17	10	20
Withdrawn	0	8	5	6
To Conciliation Board	24	67	48	35
Lapsed			2	0
CONCILIATION BOARDS				
Unanimous Awards	16	23	21	13
Majority Awards	3	30	7	11
Pending	10	7	4	3
Dissent by Employers Member	2	20	3	9
Dissent by Employees Member	1	10	4	2

In previous years a joint conciliation affecting several employers was shown as one item. In 1958 each individual is shown except where negotiations were carried on by an association of employers.

Conciliation Board Awards				
Accepted by Both Parties	4	6	3	7
Accepted by Employers Only	3	2	1	4
Accepted by Employees Only	6	24	15	17
Rejected by Both Parties	6	12	3	9
Settled before Award Submitted		9	6	0

VOTES

	1957	1958	1959	1960
Re: Appointment of bargaining agent	31	20	37	15
Re: Conciliation Board Awards	19	44	20	20
Re: Suspension of Certification	5	6	18	5
Re: Strike Action	4	11	6	15
Re: Revocation of Certification				2
Re: Section 104 of The Alberta Labour Act				4

STRIKES AND LOCKOUTS

After Provisions of The Alberta Labour Act complied with

Strikes	1	8	1	4
Lockouts	0	39	0	1
Numbers involved in Legal Strikes and Lockouts				
Employers	1	47	1	5
Employees	25	825	36	1177
Numbers involved in Illegal Strikes reported to the Board				
Employers	0	3	0	0
Employees	0	574	0	0

APPROPRIATIONS

Appr. No. 1104

Particulars	Estimates: 1960 to 1961	Proposed Estimates 1961 to 1962	Final Estimates	Amount Expended Sept.30,1960	Unexpended Balance	
B. Expense						
2. Printing, Stationery etc.	10,000.00	11,000.00		4,876.62	5,123.38	
3. Equip. Permanent	2,050.00	450.00		1,159.72	890.28	
5. Automobiles	6,000.00	8,100.00			6,000.00	
6. Travelling Expenses	19,000.00	19,000.00		6,410.71	12,589.29	
7. Freight & Express	100.00	100.00		26.29	73.71	
10. Newspapers & periodicals	120.00	200.00		94.85	25.15	
11. Postage	2,500.00	3,000.00		1,304.50	1,195.50	
14. Telegrams & Telephones	2,000.00	2,000.00		756.69	1,243.31	
15. Wages						
16. Advertising	500.00	500.00		289.04	210.96	
17. Repairs & Replacements						
18. Special Services						
20. Fees & Commissions	18,000.00	18,000.00		7,933.88	10,066.12	
21. Material						
30. Misc. Expense	40.00	80.00		52.51	12.51	O/D
34. Steno. Services						
35. Examinations						
50. Gas & Oil	4,500.00	4,500.00		1,915.14	2,584.86	
56. Auto. Insurance	1,540.00	1,420.00			1,540.00	
63. Surveys						
76. Rates, Rentals & Insur.	1,000.00	1,000.00		568.00	432.00	
82. Automobile repairs, etc.	3,000.00	3,000.00		2,088.29	911.71	
55. Accountable Advances						
108. Transportation of Trainees						
119. Tuition & Maintenance						
Other						
TOTAL	$70,350.00	$72,350.00		$27,476.24	$42,873.76	
A. Expense	$275,385.00	$301,260.00				

Increase or decrease in Staff -
Give Details Position 1104/10 replaced by 1104/59 Clerk II
Otherwise No Change

4 Trade-in Typewriters
4 Trade-in Autos. 1 New.

INDUSTRIAL STANDARDS SCHEDULES

In the year 1960 the Minister of Labour received one joint petition representative of employees and employers requesting changes in the following schedule:-

Automotive Repair and Gasoline Service Station Industry - Edmonton Zone.

The Schedule of Wages and Hours of Labour for the Automotive Repair and Gasoline Service Station Industry, Edmonton Zone, formulated a new schedule and the previous schedule was rescinded. The new schedule provided an increase in the minimum wage payable to Class AA automotive mechanics from $1.45 per hour to $1.70 per hour; Class A1 automotive mechanics from $1.35 per hour to $1.60 per hour. Mechanics employed on night shift enjoy an increase from ten (10) cents to fifteen (15) cents in addition to their regular pay. The existing schedule also provides for a higher minimum wage than previously provided for parts room employees, countermen and deliverymen receive $145.00 per month for the first six months of employment, and $160.00 for the second six months of employment, and thereafter an increase of $12.50 per month for each year of service until a salary of $200.00 is established. Washmen and greasemen enjoy a minimum wageof $1.00 per hour, whereas, previously the minimum wage was established by the Board.

The industry made a further departure from previous schedules by providing a higher minimum wage for those employees over the full age of 19 years, based on experience, which has the effect of increasing the minimum wage from $30.00 per week to $35.00 per week after six months of employment, and again to $40.00 per week after one year of employment.

The schedule provided for eleven holidays, an increase of three; namely, Civic Day, Remembrance Day and Boxing Day with no change in remuneration. However, the schedule now provides that all employees other than front end employees shall enjoy overtime payment for any work performed on a holiday. Front end employees who are employed on a holiday, including Sunday, shall be granted equivalent time off within a period of seven (7) days or be paid overtime. In all cases overtime is payable at time and one-half the ordinary wages paid to such employees.

LEGISLATION

THE ALBERTA LABOUR ACT

Although no Orders of the Board were amended during the year, The Alberta Labour Act was amended at the 1960 session of the legislature. A large number of the amendments were for administrative purposes or for clarification. The following is a summary of only those amendments of principle or policy.

Constables appointed by municipalities were excluded from the operation of the Act to bring its provisions into line with a number of recent court decisions.

An employee now has the right to recover vacation pay or monies in lieu thereof by civil action. Previously recovery could be effected only through prosecution by the Board.

Where an Industrial Standards Schedule has not been amended for a period of 5 years, the Minister may recommend same be cancelled.

The total time in which the Board of Industrial Relations may process an application for certification as bargaining agent has been extended from 28 days to 42 days exclusive of Saturdays and Sundays or other holidays.

A trade union may not be certified as bargaining agent if membership in the union has resulted from picketting and an agreement resulting from recognition of the trade union due to picketting is not a collective agreement under the terms of the Act.

Provision is now made permitting the Board to amend a certificate of a bargaining agent upon application of the bargaining agent or the employer.

Provision for the revocation of the certificate of a bargaining agent are made upon application being received within certain time limitations by the Board, where the trade union has ceased to be a proper bargaining agent or the employees no longer desire the trade union to bargain on their behalf. Upon revocation of a certificate of a bargaining agent, any collecti ve agreement in force terminates.

The parties to a collective agreement may mutually agree to extend the terms of a collective agreement for the period of negotiations for amendments to the old agreement or for a new agreement. Such extension does not constitute a bar to an application for certification as bargaining agent.

It is no longer necessary for the Board to prescribe a grievance procedure where a collective agreement does not contain such provisions. Such a procedure is set out in the Act which shall be deemed part of an agreement that does not contain such provisions.

No person may, by intimidation or threat of loss of position, seek to compel another person to refrain from becoming a member of a trade union.

It is unfair labour practice to refuse to perform work for the employer for the reason other work is not done by members of a certain trade union.

To dissuade or endeavour to dissuade anyone from entering a place of business, handling a person's products or doing business with any person during an illegal strike or lock-out is an offence.

Emergency powers are given the Lieutenant Governor in Council in labour disputes affecting necessary services, i.e. water, heat, electricity, or gas or hospitals, where life or property is in serious jeopardy. Where this section is invoked, an otherwise legal strike or lock-out is an offence.

The Board is given the authority to attempt to settle differences between parties as to the application or operation of the part of the Act respecting labour relations and, if it is deemed desirable, to take action against the offending party. This amendment recognizes the procedure previously followed by the Board without specific direction.

A trade union must make a copy of its annual financial statement available to its members.

Most time limitations imposed by the Act are now exclusive of Saturdays and Sundays or other holidays.

THE JUDICATURE ACT

Although this Act is not within the jurisdiction of the Board an amendment to it is of direct interest.

An amendment prohibits the issuance of an ex parte injunction restraining the actions of persons respecting strikes and lock-outs. Notice must be served on the person or trade union against whom the injunction is to be directed in sufficient time to permit the person served to attend the hearing and in no case less than 3 hours. The notice must be served with a copy of every affidavit intended to be used in support of the application. Such affidavits must be confined to facts which the deponent is able to prove of his own knowledge.